

Radio One of Texas II, LLC – Dallas, Texas
KBFB-FM and KSOC-FM
EEO PUBLIC FILE REPORT
April 1, 2014 – March 31, 2015

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Account Executive (2/10/14)	1-33, 35, 38	5[RS#35(4), RS#38(1)]	35
Morning Show Producer (07/01/14)	1-33, 35, 37, 38	5[RS#35(3), RS#37(1), RS#38(1)]	37
Sales Assistant (07/10/14)	1-33, 38, 43	6[RS#38(4), RS#43(2)]	38
Local Sales Manager (06/16/14)	1-33, 35, 37	4[RS#35(2), RS#37(2)]	37
Account Executive (07/07/14)	1-33, 35, 37, 43	3[RS#35(1), RS#37(1), RS#43(1)]	37
Digital Coordinator (07/07/14)	1-33, 38, 43	3[RS#38(1), RS#43(2)]	38
Sales Assistant (09/03/14)	1-33, 38, 43	3[RS#38(2), RS#43(1)]	38
Promotions Coordinator (09/15/2014)	1-33, 35, 37, 38	7[RS#35(1), RS#37(2), RS#38(4)]	38
Account Executive (10/06/14)	1-33, 38	1[RS#38(1)]	38
Online Editor (01/12/15)	1-33, 37, 43	2[RS#37(1), RS#43(1)]	37
Production Director (01/20/15)	1-33, 35, 37	3[RS#35(2), RS#37(1)]	35
Co-Host for Morning Show (01/13/15)	1-33, 37, 38, 39	4[RS#37(1), RS#38(2), RS#39(1)]	38
Co-Host for Morning Show (01/13/14)	1-33, 37, 38, 39	3[RS#37(1), RS#38(1), RS#39(1)]	37
		Total Candidates Interviewed –	49

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	Y	0
11	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgja.org	Y	0
13	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
14	South Asian Journalists Association saja@saja.org	Y	0
15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
16	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	Detroit Regional Workforce Fund Fax: 313.226.9227 gabriela.dorantes@liveunitedsem.org	Y	0
18	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
19	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillsource.org	Y	0
20	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
21	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
22	Texas Veterans Commission Fax: 214.819.2880 yolanda.williams@dallascounty.org	Y	0
23	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
24	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 vfuchs@waystationinc.org	Y	0
25	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
26	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
27	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0
28	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0

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29	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
30	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
31	Southern Methodist University hegicalendar@smu.edu	Y	0
32	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
33	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
34	Texas Association of Broadcasters Teresa@tab.org	Y	0
35	Corporate Website – www.radio-one.com	N	13
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	10
38	Internal Referral/ /Employee Referral	N	17
39	Industry Referral	N	2
40	Market Websites - http://theboxhouston.com/ , http://myhoustonmajic.com/ , http://praisehouston.com/ , and http://boom92houston.com .	N	0
41	Local Newspaper	N	0
42	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
43	Internet Recruitment – - www.monster.com , www.bcfm.com , www.alllaccess.com , www.indeed.com , www.hotjobs.com , www.linkedin.com , www.careerbuilder.com .	N	7
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0
47	Intern	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			49

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Mentorship Program	Radio One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Radio One in the short term (1-3 years). Radio One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
2	On-Air/ website recruitment	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website www.radio-one.com . Stations also provide a link to corporate job listings on the station website.
3	Internship Program	Radio One fosters a comprehensive Internship program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Promotions and Marketing.
4	CSS-3 R Selling Training (on going)	Sales Workshops held with a CSS Representative to cover all aspects of selling.
5	Job Fair	Morningside Middle School Career and College Fair, March 27, 2014, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
6	Job Fair	Richland Middle School Career Day, May 19, 2014, On Air Personality and Street Team member attended the event and encouraged students to stay in school and spoke about the broadcasting industry.
7	Job Fair	Nancy Mosley Elementary School Career on Wheels, May 20, 2014, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
8	Job Fair	A.W. Blanton Elementary Career Day, May 23, 2014, On Air Personality and Street Team

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		member went out and spoke about the broadcasting industry.
9	Job Fair	SS Dillow Career Day, May 27, 2014, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
10	Job Fair	College and Career Fair Day at the Dallas Convention Center, August 9, 2014, staff members from Radio One attended event and provided information to job seekers looking to work with Radio One.
11	Job Fair	City of Dallas Job Fair, August 29, 2014, staff members from Radio One attended event and provided information to job seekers looking to work with Radio One.
12	Job Fair	Diversity Career Fair, October 18, 2014, staff members from Radio One attended event and provided information to job seekers looking to work with Radio One.
13	Job Fair	St. Anthony's School Career Day, November 6, 2014, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
14	Job Fair	R. L. Thornton Elementary Career Day, November 17, 2014, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
15	Job Fair	Atwood Elementary Career Day, November 17, 2014, staff members went out and spoke about the broadcasting industry.
16	Job Fair	W. H. Gaston Middle School Career Day, January 30, 2015, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
17	Job Fair	Diversity Career Fair, February 19, 2015, staff members from Radio One attended event and provided information to job seekers looking to work with Radio One.
18	Job Fair	Uteley Middle School Career Day, February 20, 2015, On Air Personality and Street Team member went out and spoke about the broadcasting industry.
19	On Air PSA's	Succeeding at Work, 04/03/14-05/03/14.

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20	On Air PSA's	Dallas County Schools Job fair, 06/25/14-06/28/14.
21	On Air PSA's	Dallas Annual Diversity Employment Day, 09/24/14-10/08/14.
22	On Air PSA's	Dallas Annual Diversity Employment Day, 02/03/15-02/19/15.
23	On Air PSA's	Uteley Middle School Career Day, 02/20/15.
24	On Air PSA's	Dallas Park and Recreation Job Fair, 03/05/15-03/14/15.

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